

LOUISVILLE METRO

2009

HUMAN RELATIONS COMMISSION



ANNUAL REPORT

SINCE 1962

THE MISSION

of the Louisville and Jefferson County Human Relations Commission is to promote unity, understanding and equal opportunity among all people of Metro Louisville and to eliminate all forms of bigotry, bias, and hatred from the community.



Jerry E. Abramson, Mayor

Carolyn Miller-Cooper, Executive Director

**Louisville Metro Human Relations
Commission**

410 W. Chestnut Street, Suite 300A

Louisville, Kentucky 40202

(502) 574-3631

(502) 574-3577 fax

(502) 574-4332 TDD

Email: hrc@louisvilleky.gov

Website: www.louisvilleky.gov/HumanRelations



**OFFICE OF THE MAYOR
LOUISVILLE, KENTUCKY**

**JERRY E. ABRAMSON
MAYOR**

December, 2009



Dear Louisville Metro Resident:

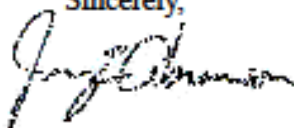
As we enter a new decade, Louisville continues to have great energy, momentum and possibilities for the future.

Despite the economic pressures we are all experiencing there is new growth, planning and optimism that will contribute to our community's quality of life for years to come. New and expanding parks, innovative housing at all price levels, and new companies offering quality job opportunities will make Louisville a better place to live, work and raise a family.

With that growth and new opportunities comes the responsibility to work even harder to make sure we have the right resources and mechanisms in place to protect all people from unlawful discrimination as well as strengthen human relations and eliminate discriminatory practices – in any form – throughout the community.

The Louisville Metro Human Relations Commission works diligently toward the achievement of these goals and has served as a unifying force and a focal point for progress since its inception. The Commission's work in contract compliance, investigation and educational outreach offers a critical viewpoint and consistent measurement, which enriches our community for all people.

Please join me in supporting the Commission, as its work is critical to Louisville becoming, in the fullest sense, one of the best cities in America – a community where anything is possible.

Sincerely,

Jerry E. Abramson
Mayor



Thoughts from the Executive Director

On December 10, 2009, the world celebrated International Human Rights Day, the 61st anniversary of the adoption of the Universal Declaration of Human Rights by the United Nations. The theme for Human Rights Day 2009, "Embrace Diversity, End Discrimination," posed a challenge to every community around the world to help promote discrimination-free societies and a world of equal treatment for all.

Like the United Nations, for almost 50 years, it has been the mission of the Human Relations Commission to serve as the central instrumentality to monitor Louisville and Jefferson County's commitment to equal rights and assure its conformity with the Constitution and Federal and state civil rights laws while at the same time promoting the goals of equality, justice, and harmony.

As you will see in this annual report, Louisville and Jefferson County have come a long way since 1962, the year the Human Relations Commission was unanimously established by the Louisville Board of Alderman. We have seen great gains in the struggle for justice and equality, such as the enactment of Federal civil rights laws, establishment of Federal agencies to enforce and protect civil rights, the increasingly active role of states and cities to protect civil rights and resolve racial conflict, and a general increase in tolerance on the part of the average American citizen.

Despite these changes over the past several decades, discrimination survives. We, at the Commission, agree with United Nations Secretary-General Ban Ki-moon that "discrimination targets individuals and groups that are vulnerable to attack: the disabled, women and girls, the poor, migrants, minorities, and all those who are perceived as different."

Yes...the work continues. We, at the Commission, as we move forward in the 21st century, are meeting the needs of our community while facing the economic challenges of today. We have streamlined our processes and staff and increased the utilization of available technology to maintain productivity. As you will see in this annual report, we have a new approach with the same mission.

But, it's going to take all of us. According to the United Nations High Commissioner for Human Rights, Navi Pillay, "The realization of all human rights - social, economic and cultural rights as well as civil and political rights - is hampered by discrimination. All too often, when faced with prejudice and discrimination, political leaders, governments and ordinary citizens are silent or complacent."

So, as you review the accomplishments of the Commission for the past year in this report, consider ways in which, you, too, can join the Commission and other local, national and international efforts to embrace diversity and end discrimination.

Sincerely,


Carolyn Miller-Cooper
Executive Director

LOUISVILLE METRO GOVERNMENT HUMAN RELATIONS COMMISSION

LOUISVILLE: WHERE ALL ARE WELCOME

A STATEMENT OF VISION

Louisville commits to being a city where everyone feels at home. That which we share in common and that which is unique will be equally valued. We will weave our diverse communities into a rich tapestry. The City can thrive only when all are included and when responsibilities – personal, political and business – are honored.

We are determined

- that all will have the opportunity to succeed,
- that every voice raised within our city will be heard, and
- that common decisions will be made with respect for all.

This vision of integrity and justice challenges each of us to forge relationships of acceptance and equality that shall become our legacy for future generations.



SINCE 1962

LOUISVILLE METRO GOVERNMENT*

CIVIL RIGHTS LEGAL TIMELINE

City of Louisville

1962: Louisville Human Relations Commission established by Board of Aldermen.

1963: Board of Aldermen passed a city ordinance barring discrimination in public accommodations (amended in 1994, 1999, 2001, and 2004).

1965: Board of Aldermen unanimously approved an ordinance prohibiting racial discrimination in employment practices in Louisville and charged the HRC to serve as the enforcement agent for Federal Civil Rights (amended in 1994, 1999, 2001, and 2004).

1967: Board of Aldermen approved an open housing ordinance for Louisville--it took effect without the mayor's signature.

1969: Board of Aldermen approved an ordinance requiring equal opportunity in city contracting (amended in 1988, 1999, and 2007).

1978: Board of Aldermen approved an ordinance requiring that City contractors be equal opportunity employers.

1991: Board of Aldermen approved an ordinance making Louisville's open housing law substantially equivalent to Title VII of the Federal Civil Rights Act (amended in 1994, 1999, 2001, and 2004).

Board of Aldermen approved an ordinance protecting all persons from tortious acts of interference with their person and/or their property motivated by hate or bias.

1999: Board of Aldermen amended its ordinances to extend anti-discrimination provisions relating to public accommodations and employment to include sexual orientation and gender identity (amended in 2004).

Jefferson County

1967: Jefferson Fiscal Court adopted a resolution to implement the State statute provisions for equal employment opportunity (amended in 1994, 1999, 2001, and 2004).

1987: Jefferson Fiscal Court approved an ordinance requiring that County contractors be equal opportunity employers (amended in 1994, 2005 and 2007).

1988: Jefferson Fiscal Court approved an ordinance to implement the State statute provisions for barring discriminatory practices in public accommodations (amended in 1994, 1999, 2001, and 2004).

1999: Jefferson Fiscal Court approved an ordinance to prohibit discrimination in housing, public accommodations and employment to include sexual orientation and gender identity (amended in 2004).

***In 2003, the former City of Louisville and Jefferson County governments were merged to form the Louisville/Jefferson County Metro Government ("Louisville Metro").**

LOUISVILLE METRO GOVERNMENT
HUMAN RELATIONS COMMISSION
EQUAL OPPORTUNITY UNIT



It is the policy of the Metro Government to safeguard all individuals within Jefferson County from discrimination in certain contexts because of **race, color, religion, national origin, familial status, age, disability, sex, gender identity, or sexual orientation.**

Certain practices must be prohibited within the areas of employment, housing, public accommodation, resort or amusement as necessary to protect individuals' personal dignity and insure freedom from humiliation; to make available to Jefferson County all full productive capacities; to secure Jefferson County against strife and unrest which would menace its democratic institutions; and to preserve the public safety, health and general welfare.

Metro Code of Ordinances §92.01.



It is the policy of the Metro Government for the preservation of the peace, protection, comfort, health, safety, and welfare of persons in Jefferson County to protect all persons from tortious acts of interference with their person and/or their property motivated by hate or bias directed at classes of persons which historically have been victimized by such acts, as specifically set forth in the federal Hate Crimes Statistics Act and, in addition, classes of persons identifiable by gender and/or disability or health

related condition. Persons victimized by such acts in Jefferson County must have adequate remedies for redress of their grievances.

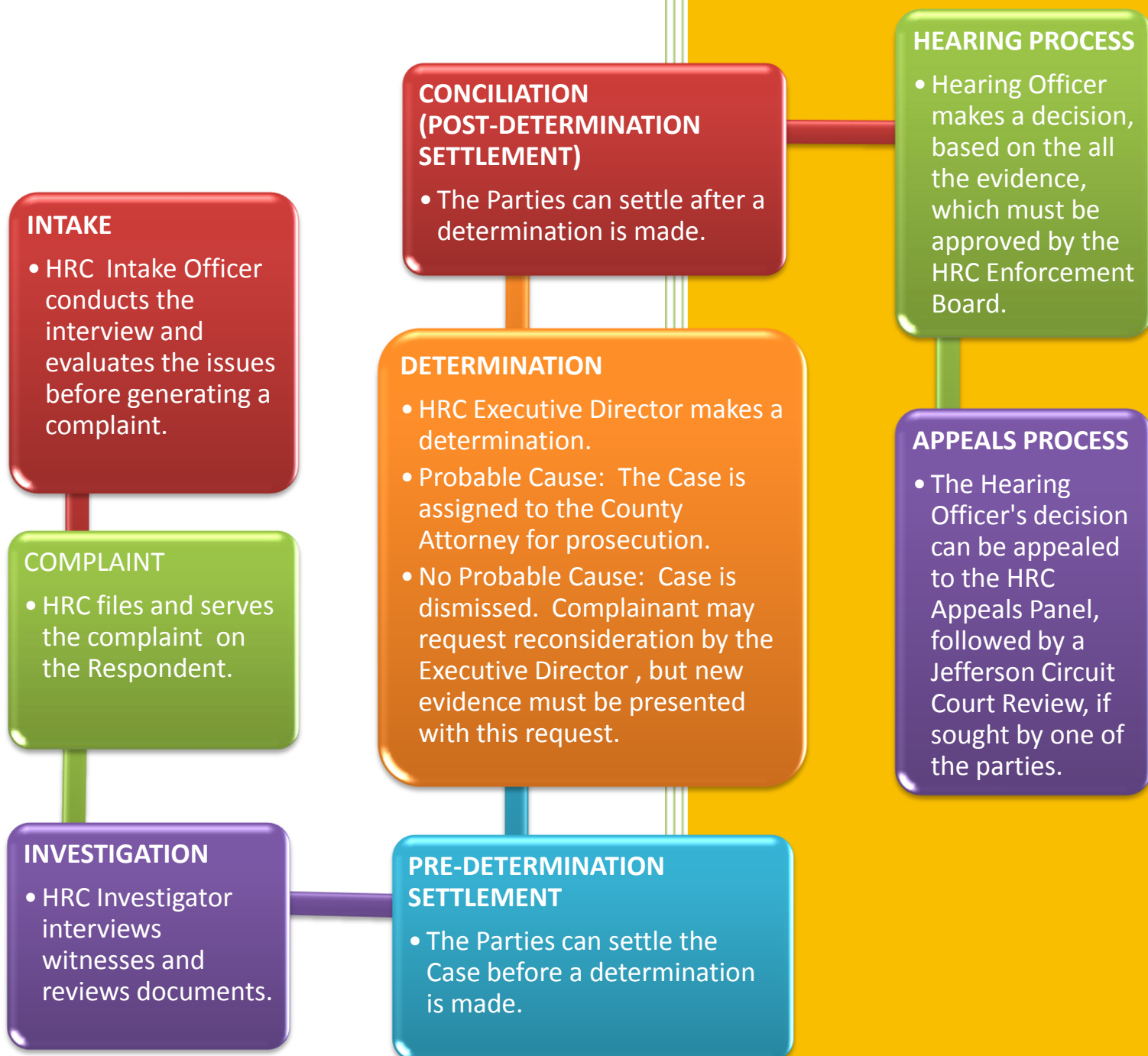
Metro Code of Ordinances §92.40.

LOUISVILLE METRO GOVERNMENT

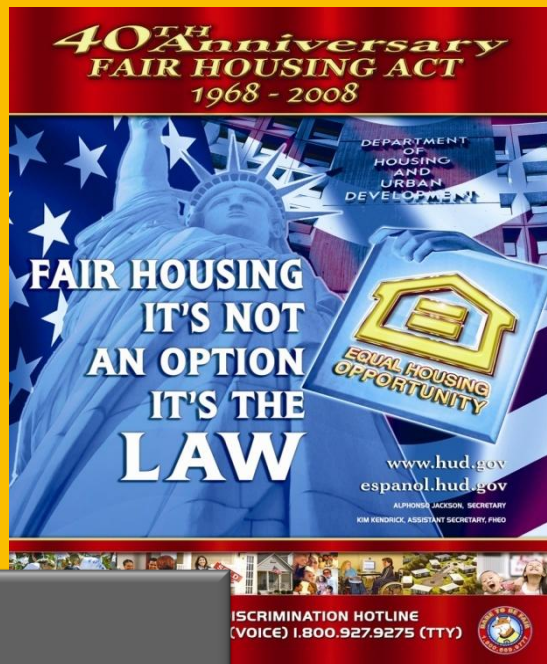
HUMAN RELATIONS COMMISSION

EQUAL OPPORTUNITY UNIT

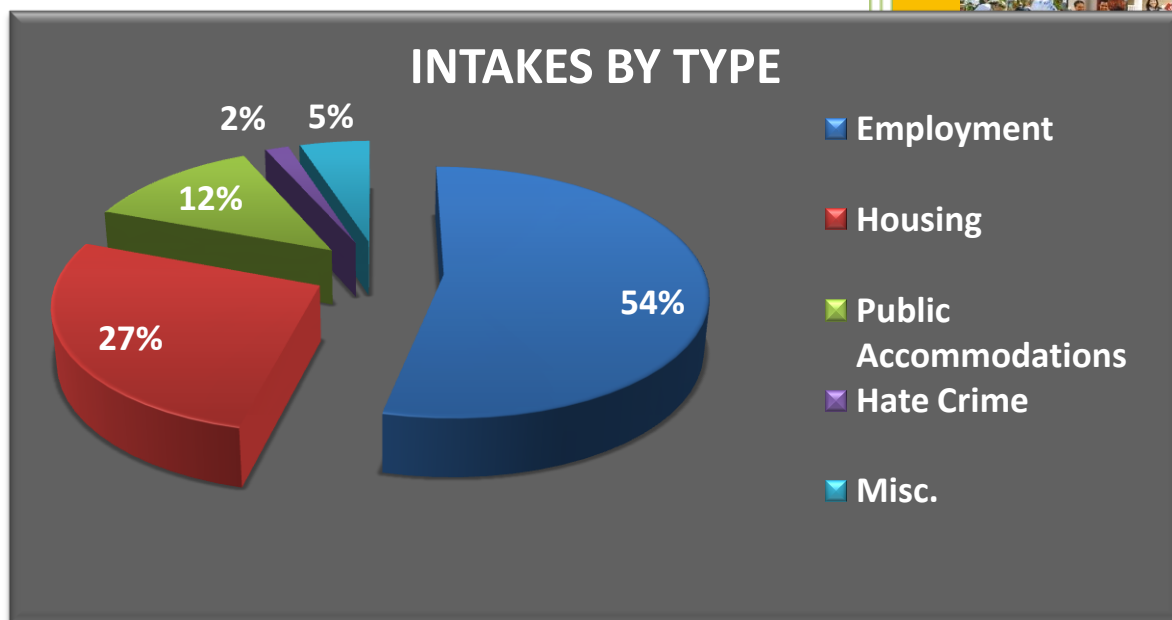
COMPLAINT PROCESS



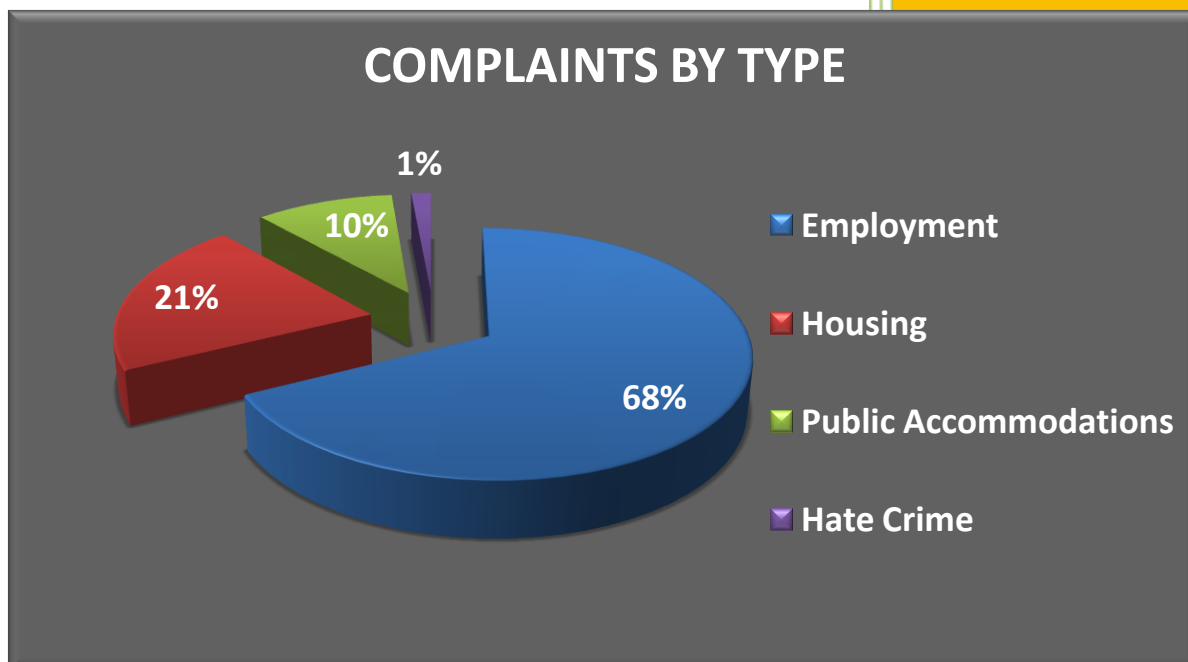
LOUISVILLE METRO GOVERNMENT
HUMAN RELATIONS COMMISSION
EQUAL OPPORTUNITY UNIT



Total HRC Intakes for 2008-2009: 476



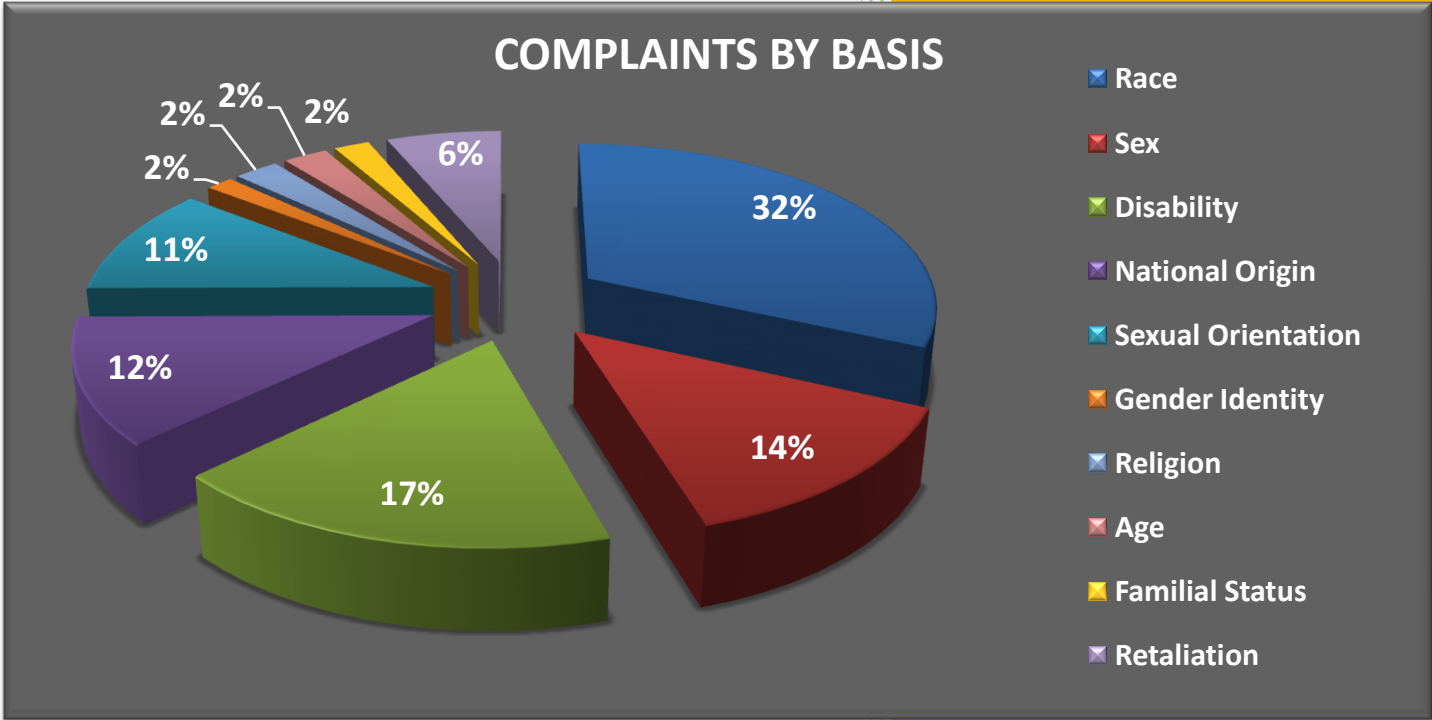
Total HRC Complaints for 2008-2009: 207



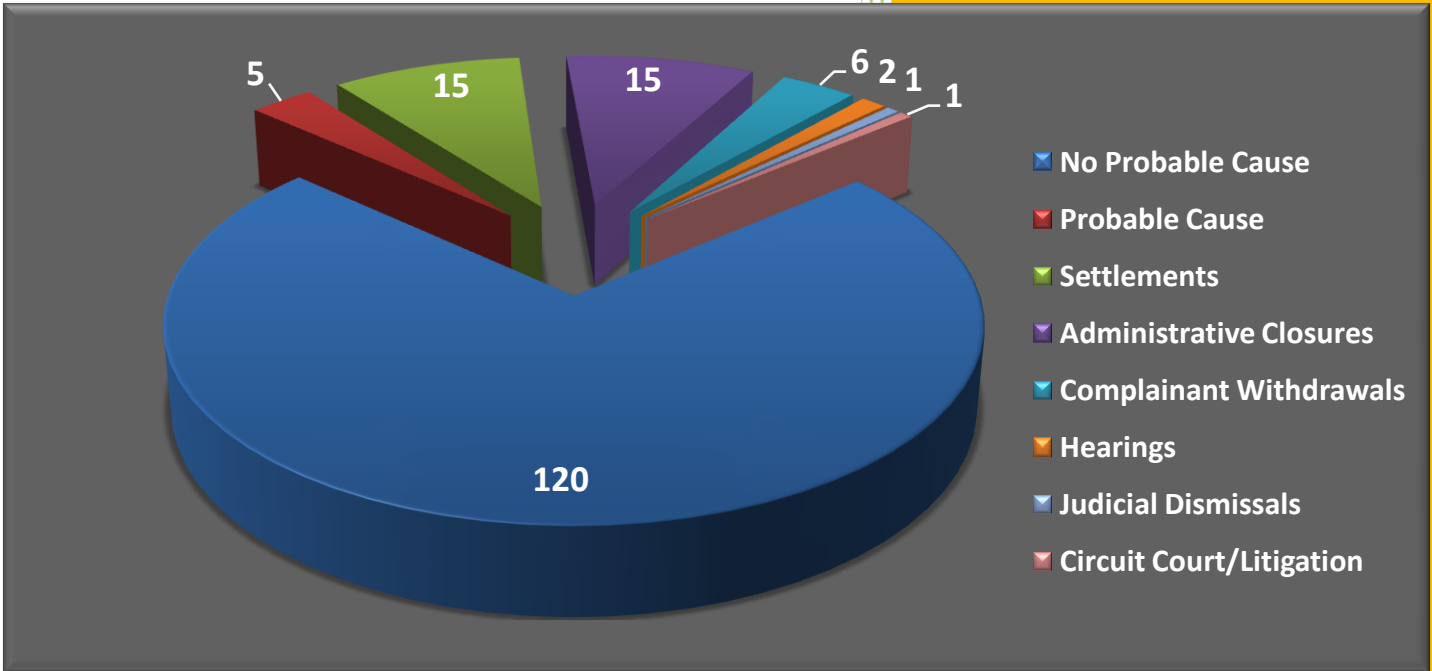
LOUISVILLE METRO GOVERNMENT

HUMAN RELATIONS COMMISSION

EQUAL OPPORTUNITY UNIT



Total HRC Determinations/Resolutions for 2008-2009: 165



LOUISVILLE METRO GOVERNMENT

HUMAN RELATIONS COMMISSION

EQUAL OPPORTUNITY UNIT

2008-2009 CONCILIATIONS/SETTLEMENTS

- **Basis:** Race
- **Adverse Action:** Termination
- **Settlement:** \$250

Harris v. Oxmoor Lodge



- **Basis:** Gender Identity
- **Adverse Action:** Termination
- **Settlement:** \$200 and Neutral Letter of Reference

Epperson v. Aerotek



- **Basis:** Sexual Orientation
- **Adverse Action:** Termination
- **Settlement:** Positive Job Reference

Janes v. Weber & Rose Professional Service



- **Basis:** Sexual Orientation
- **Adverse Action:** Termination
- **Settlement:** \$3,500

Marsh v. KIMCO Corporation



- **Basis:** Race, Disability, Retaliation
- **Adverse Action:** Termination/Terms and Conditions
- **Settlement:** \$360

Newman v. Moore Security (3 cases filed)



- **Basis:** Race
- **Adverse Action:** Termination
- **Settlement:** \$200

LaRue v. Aerotek



- **Basis:** Race
- **Adverse Action:** Termination
- **Settlement:** Job reinstated

Lacy v. Wendy's



- **Basis:** Race
- **Adverse Action:** Termination
- **Settlement:** \$720

Foster v. Aerotek



- **Basis:** Race
- **Adverse Action:** Terms and Conditions
- **Settlement:** \$525.77 and warning removed from file

Woods v. Heritage Environmental Services



- **Basis:** Disability
- **Adverse Action:** Accommodation
- **Settlement:** \$500 and Employee Training

Distler v. Family Dollar



- **Basis:** Sexual Orientation
- **Adverse Action:** Accommodation
- **Settlement:** \$2,000 and Manager Training

Marlatt v. McDonalds



- **Basis:** Sexual Orientation
- **Adverse Action:** Accommodation
- **Settlement:** \$2,000 and Manager Training

Eggers v. McDonalds



- **Basis:** Familial Status
- **Adverse Action:** Terms and Conditions
- **Conciliation:** \$250 donation to charity that works with children; Policy change

Lexington Fair Housing Council v. Edward and Jung Ju Winner



- **Basis:** Sexual Harassment
- **Adverse Action:** Terms and Conditions
- **Conciliation:** \$6,000; Extension of lease; Fair Housing training

Tonya Carman v. Tyrone Clemons



- **Basis:** Handicap
- **Adverse Action:** Terms and Conditions
- **Conciliation:** Void balance of deposit due along with other terms and conditions of lease

Dwight Taylor v. Pence Associates, LLC



LOUISVILLE METRO GOVERNMENT

HUMAN RELATIONS COMMISSION

ENFORCEMENT UNIT

It is the policy and purpose of the Metro Government that in order to assure employment opportunities generated directly or indirectly by the Metro Government are equally available to all citizens without regard to such factors as **race, color, religion, national origin, marital status, handicap, sex, or age**, it is desirable and beneficial that contractors and vendors shall be approved prior to the awarding of any contract, lease or other agreement with the Metro Government that requires an expenditure in excess of \$10,000.

Metro Code of Ordinances §37.25.

EQUAL EMPLOYMENT OPPORTUNITY



EQUAL BUSINESS OPPORTUNITY

In any procurement by or on behalf of the Metro Government, where such procurement activity is required to be advertised, the Chief Procurement Officer, or a designee, shall advise, in writing, all contractors or participants in such procurement that they are to utilize their best good faith efforts to utilize subcontractors, certified female owned, certified handicapped owned, and certified minority owned businesses if the procurement situation requires or warrants the use of subcontractors. Good faith efforts by contractors shall be made to reach the goals established by § 37.67.

Metro Code of Ordinances §37.68(B).

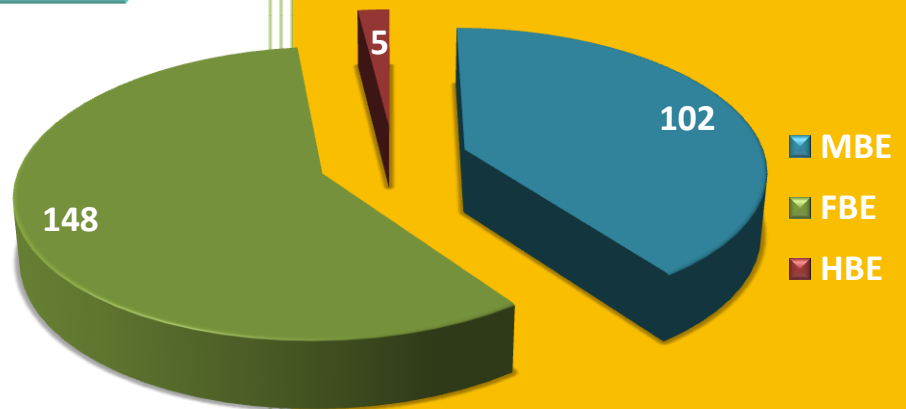
LOUISVILLE METRO GOVERNMENT
HUMAN RELATIONS COMMISSION
ENFORCEMENT UNIT
PREQUALIFICATION

Businesses and individuals seeking contracts that exceed \$10,000 with Louisville Metro Government must be prequalified by HRC.



As of June 2009, there were 1,231 vendors prequalified by HRC.

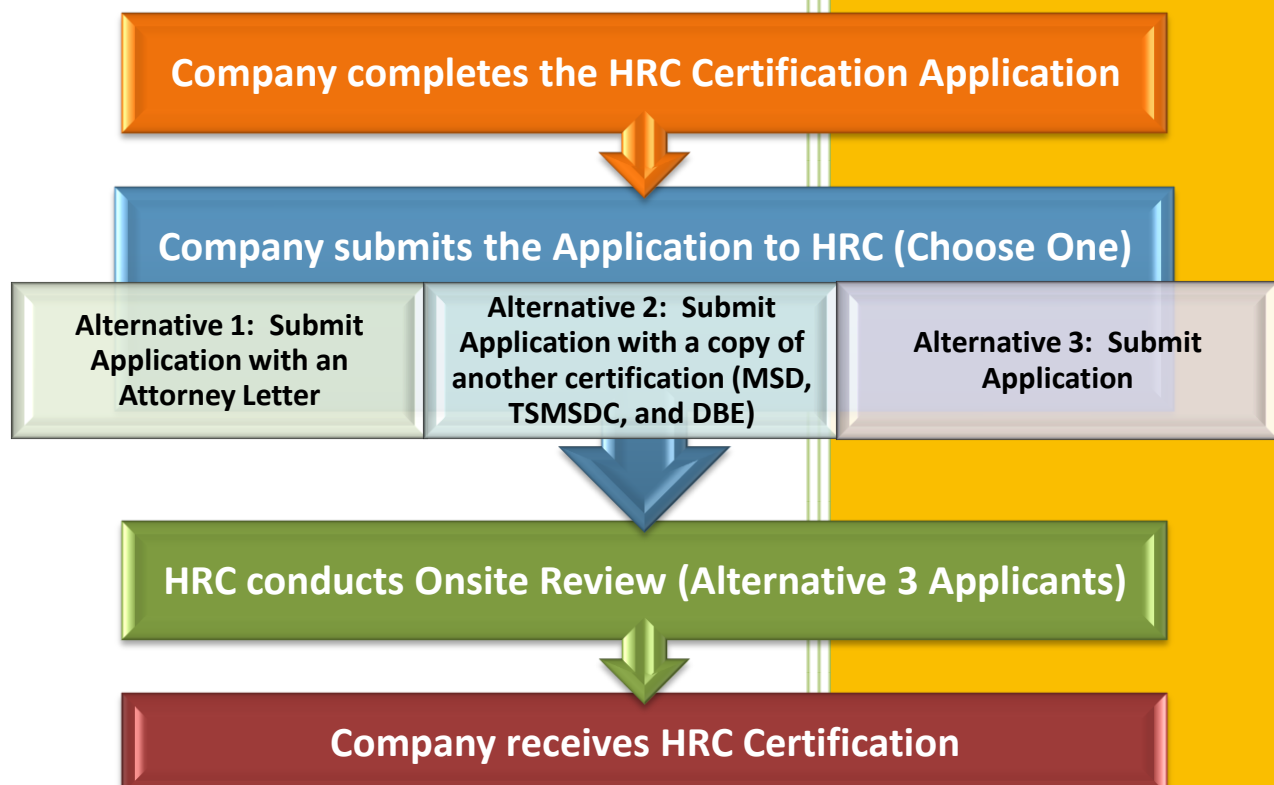
LOUISVILLE METRO GOVERNMENT
HUMAN RELATIONS COMMISSION
ENFORCEMENT UNIT
CERTIFICATION



TOTAL HRC CERTIFICATIONS FOR 2008-2009: 255

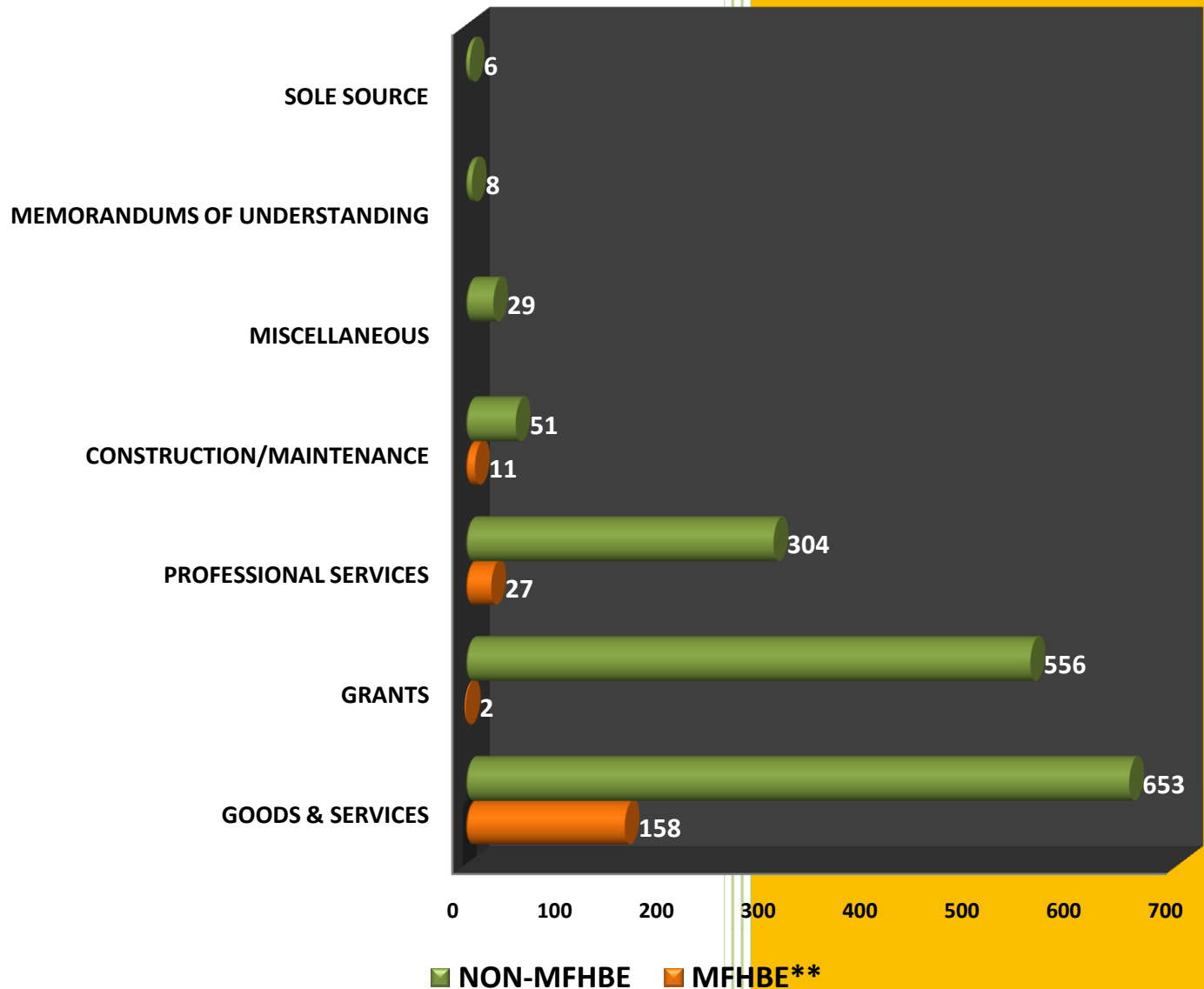
If a business is a sole proprietorship, partnership, corporation, joint venture or any other business entity that is fifty-one percent (51%) owned and controlled by a minority (or a group of minorities), by a woman (or a group of women) or by a person with a disability (or by a group of people with disabilities), the business can be certified by HRC as a Minority Owned, Woman Owned or Handicapped Owned Business Enterprise (MFHBE).

Certification Process



LOUISVILLE METRO GOVERNMENT
HUMAN RELATIONS COMMISSION
ENFORCEMENT UNIT
GOOD FAITH EFFORTS

2008-2009 METRO CONTRACTS*



*As reported by Metro departments in the LEAP financial system

** "MFHBE" includes female and minority individuals who were awarded Metro Contracts

LOUISVILLE METRO GOVERNMENT

HUMAN RELATIONS COMMISSION

ENFORCEMENT UNIT

GOOD FAITH EFFORTS

PROJECT	2008-2009 MFHBE PAYMENTS*
300 Block W. Main Street	\$11,336.95
6th Street/3rd Street Granite Curbs and Sidewalk	\$16,992.13
African American Heritage Center	\$1,061,640.88
Algonquin Park Spray Ground	\$36,900.00
Animal Services Adoption Center	\$7,200.00
Annual Contract 2007-08	\$5,200.00
Belvedere Structural Slab Project	\$6,009.02
Blue Lick Park	\$21,807.37
Cherokee Park and Cochran Hill Dog Run	\$60.00
District 4 Brick & Concrete Sidewalk	\$320.00
Finance Remodel and Relocation	\$117,548.67
Fire Station #21	\$248,206.09
Hall of Justice Streetscape	\$23,692.74
Hays Kennedy Park-Path Renovation Project	\$4,053.00
Hounz Lane Park	\$18,553.58
Improvements Waverly Park	\$4,917.64
Jefferson Street Sidewalks	\$7,248.19
Johnsontown Rd. Widening	\$391,586.06
LMFD Engine # 6	\$196,154.02
Louisville Zoo Admin	\$7,500.00
Metro Health & Wellness/3rd Fl Renov.	\$19,340.77
Metro Safe Renovation	\$236,760.50
Muhammad Ali Plaza Construction	\$2,916.00
Newburg Branch Library	\$269,437.06
Ohio River Levee, Phase 3	\$14,364.50
Replacement Flood Damaged Electrical System	\$56.57
Road Improvements 2008	\$443,566.55
Safety Road Improvements	\$255,553.14
Scottsdale Sidewalk Design/Build	\$4,024.78
Seneca Park Bike Loop	\$14,139.92
Shawnee Park Rest Stop Restoration	\$6,790.00
Shelbyville Road Safety Beautification	\$232,663.66
St. Matthews Streetscape	\$29,130.34
Sun Valley Community Center	\$38,921.88
Taylorsville Rd. Sidewalk	\$5,200.00
Training Facility for LMPD	\$12,968.97
Trevilian Way Improvements	\$8,881.36
Whipps Mill Rd. Bicycle Pedestrian Improvement	\$35,508.69
Willow Ave. Restoration	\$996.40

* MFHBE PAYMENTS are the total payments reported as paid to certified minority-owned, female-owned and handicapped-owned businesses by the Prime Contractor. (Metro Code of Ordinances §37.67)

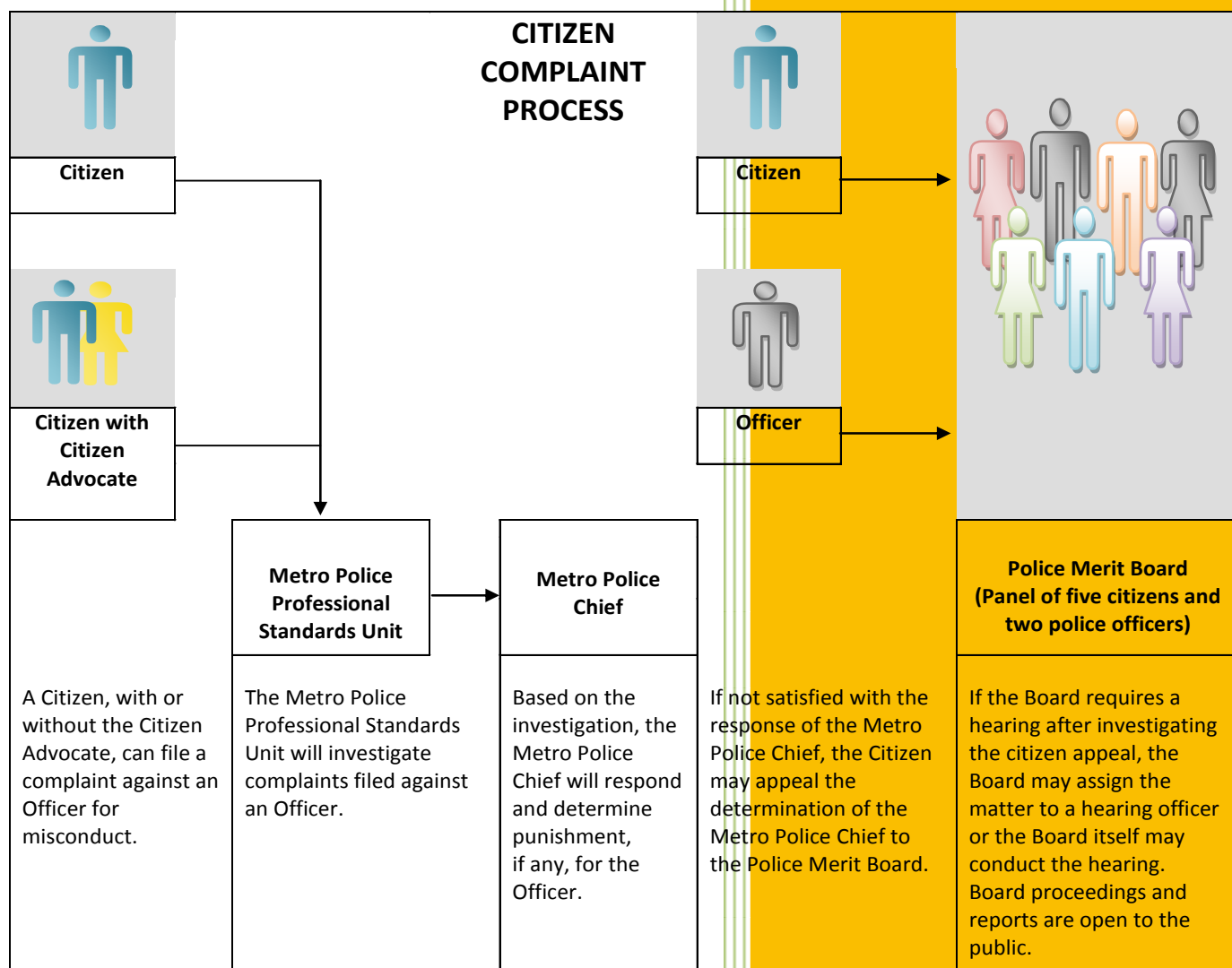
LOUISVILLE METRO GOVERNMENT

HUMAN RELATIONS COMMISSION

CITIZEN'S ADVOCATE

The Citizen's Advocate will assist any citizen who believes that he or she has been mistreated by a police officer and who may be intimidated by the idea of going to the police department to file a complaint. The Citizen Advocate will support the complainant through the process of filing a complaint against a police officer and will monitor the progress of each complaint.

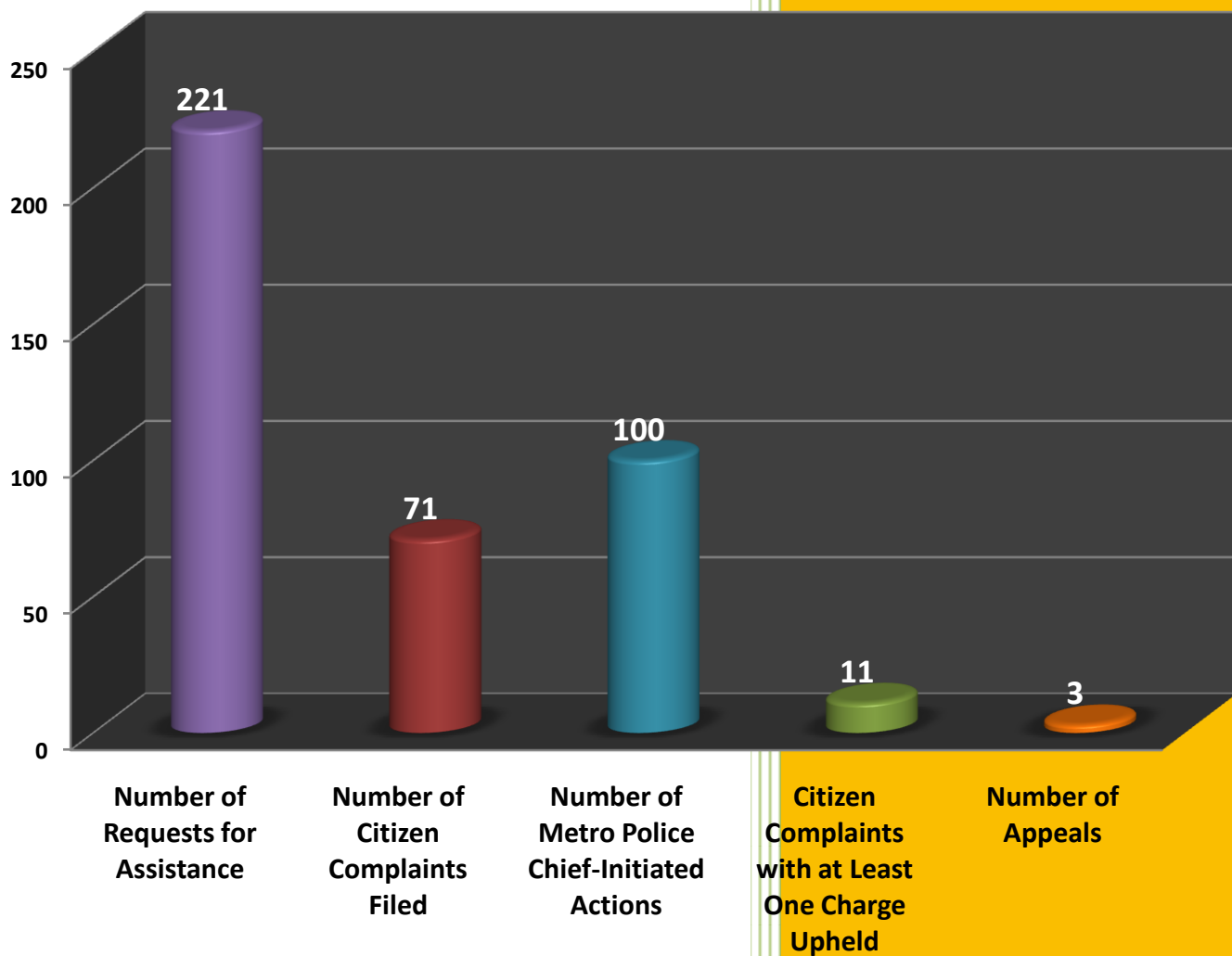
If you have any questions or need more information, please contact Marsha Moorman by phone at 574-HELP (4357) or by e-mail at marsha.moorman@louisvilleky.gov.



LOUISVILLE METRO GOVERNMENT
HUMAN RELATIONS COMMISSION
CITIZEN'S ADVOCATE



2008-2009 Citizen's Advocate Summary



LOUISVILLE METRO GOVERNMENT HUMAN RELATIONS COMMISSION EDUCATION & OUTREACH

"In the last half-century major strides have been made in the nation's struggle to address issues that create racial conflict. The judicial system has affirmed constitutional guarantees for equal rights and equal protection for all people. Other advancements include the enactment of Federal civil rights laws, establishment of Federal agencies to enforce and protect civil rights, the increasingly active role of states and municipalities to protect civil rights and resolve racial conflict, and a general increase in tolerance on the part of the average American citizen."

Despite these changes over the past several decades, racial and ethnic tension still arises."

-U.S. Department of Justice Community Relations Service, "Avoiding Racial Conflict: A Guide for Municipalities."

Human Relations Commission
Karla Burton—Advocacy
Jessica George—Advocacy
Ira Grupper—Advocacy
Aida Juric—Advocacy (Senior Member)
Andrea Koven—Advocacy
Miguel Lagunas—Advocacy
Alfonso Lanceta—Enforcement (Chair)
Prafula Sheth—Advocacy (Senior Member)

Human Relations In Retrospect

Louisville: Lessons Learned the Hard Way

As the gateway to the South, Louisville has played a vital role in the rich history of the United States. Much of this rich history has entailed violent conflicts between the many groups who have resided at the Falls of the Ohio.

From its birth, diversity was Louisville's biggest challenge. The first settlers of Louisville lived in forts for protection from raids by the Native American "occumants". These settlers brought with them a history of white Louisville freedom across the Underground Railroad.

As this city ever growing as the surface, have, it has been around the

Louisville

On August 15, 1855, Pr

authorities race and re every citizen attempt to ther of rac which the graced the

Wade, Richard C. Sl
Yater, George H. (15
Jefferson County (2n
"The Louisville Riot
August 15, 1855; Pr

Louisville
HUMAN RELATIONS COMMISSION
Carolyn Miller-Cooper, Director

Coffee with the Commission

Each month, we will invite a small group of area businesses to share ideas and concerns.

We would like you to join us for our next *Coffee with the Commission*:

Friday, May 29, 2009 from 10 a.m. to 11:30 a.m.
Hosted by: Office Environment Company



1136 W. Market Street
Louisville, Kentucky 40203
(502) 585-5161

May Coffee Talk Topic:
"Pre-Qualification—Doing Business with Metro Government"

Welcome to the 13th ANNUAL RACE AND RELATIONS CONFERENCE Luncheon



Farai Chideya, Journalist
Keynote Speaker

Special thank you to our Co-Sponsors



CROSS CULTURAL SUMMIT

When/Cuando: Saturday, July 25th, 2009 9:30 a.m. to 5:00 p.m.

Greater Louisville
Girl Scouts
Wesley House
Metro

Hispanic Latino Coalition of Louisville

Registration & Information: www.hlcloouisville.org

What:

Three of Louisville's Multi-Cultural/Advocacy Organizations (The Hispanic Latino Coalition of Louisville, The Hispanic Latino Business Council and The Louisville Metro Human Relations Commission)

When/Cuando:

Saturday,

Justice Redux
Redone, Restored, Revised
Fall 2009 — Employment Issue

Economic Heroes

At the Human Relations Commission, we get to be the good guys. Together, the HRC and the thousands of employers in Louisville Metro are working toward a fair and just economy. While many do willingly, a few are reluctant heroes. However, we all, eventually, understand the importance of economic justice—every person is guaranteed the equal human right to make a productive contribution to the economy through his or her labor and capital. Take a moment to read what Metro Government, along with its vendor partners, are doing as we travel the high road to justice.

Metro Vendor* All-Stars

- OMVPO WT Cox Subscriptions** (52 employees) met all female and minority employment goals.
- Catholic Charities of Louisville, Inc.** (86 employees) met all minority employment goals.
- Jewish Physician Group, Inc.** (852 employees) met all female employment goals.
- Timmy's Auto Wash Inc.** (31 employees) met all female employment goals.
- Lanier Parking Solutions** (81 employees) met all minority employment goals.
- Presbyterian Community Center** (21 employees) met all minority employment goals.
- Riverside Parking, Inc.** (146 employees) met all female employment goals.

*Metro Vendors are companies that are prequalified with Metro Government. Vendors seeking Metro contracts which exceed \$10,000 are required to be prequalified. (Metro Code of Ordinances §37.27)

Inside:
Information on the
2010 Race and

Louisville
Human Relations Commission



Carolyn Miller-Cooper
Executive Director

LOUISVILLE METRO GOVERNMENT

HUMAN RELATIONS COMMISSION

EDUCATION & OUTREACH



July		
	22	Louisville Metro Office for Aging & Disabled Citizens Forum
	23	National Alliance on Mental Illness: NAMI Walks for the Mind of America Meeting
	29	Mayor's ADA Forum
	31	Metro Disability Coalition Meeting
August		
	29	Wayside Christian Mission Community Meeting
September		
	11	<i>Cross Cultural Connections</i> : African Americans/Hispanics and Latinos (Session 1)
	29	Forever Family Advisory Board Meeting
October		
	2	<i>Cross Cultural Connections</i> : African Americans/Hispanics and Latinos (Session 2)
	20	<i>Confronting the Neighborhood Impacts of Foreclosure</i> Meeting
November		
	6	<i>Cross Cultural Connections</i> : African Americans/Hispanics and Latinos (Session 3)
	11	Fair Housing Coalition Meeting
December		
	1	Presentation on Human Relations Commission to the UL Kent School of Social Work
January		
	13	Midwest Manufactured Housing Federation's Louisville Show
February		
	18	13th Annual Race & Relations Conference: <i>Continuing the Dialogue</i>
	19	<i>An Unequal Practice: How Race Affects Louisville Mortgage Lending</i> Forum
	24	University of Louisville Diversity Committee
March		
	3	Analysis of Impediments to Fair Housing Focus Group
	24	Fair Housing Coalition Working Group/Understanding Housing Basics Planning Meeting
	26	<i>Window of Opportunity</i> Joint Utility Reception (with Eon, MSD, Louisville Water Company)
April		
	8	Foreclosure Crisis Forum Panel Discussion
	14	NETWORK: <i>Are Families of Color Disproportionately Affected by the Mortgage Crisis?</i>
	14	La Caliente Radio Fair Housing Discussion
	15	<i>Home Sweet Home</i> Fair Housing Forum
	16	Coffee With the Commission: <i>Good Faith Efforts</i>
	17	<i>Brick by Brick</i> Fair Housing Presentation
	19	<i>Diversity and Donuts</i> - Louisville Ad Federation
	21	Fair Housing Coalition Meeting
	30	New Directions Housing Corporation Fair Housing Training
May		
	29	Coffee With the Commission: <i>Prequalification--Doing Business with Metro Government</i>
June		
	7	Americana World Festival
	9	Fair Housing Coalition Meeting
	13	Hispanic-Latino Health Fair
	26	<i>You Can't Live Here</i> : Housing Discrimination Against People With Disabilities, and the Right to Reasonable Accommodations
	26	Coffee With the Commission: <i>Good Faith Efforts and Prequalification</i>

LOUISVILLE METRO GOVERNMENT

HUMAN RELATIONS COMMISSION

COMMISSIONERS

The Human Relations Commission consists of two separate boards: a ten-commissioner **Advocacy Board** and a seven-commissioner **Enforcement Board**. **The HRC Advocacy and Enforcement Board Commissioners** represent various council districts in Louisville Metro and are representative of several economic, cultural, ethnic, and racial groups within the community. The Mayor, with the approval of the Metro Council, appoints the HRC Commissioners who serve on both boards.

ADVOCACY BOARD	ENFORCEMENT BOARD
Rev. Stephen Smith, Chair	Alfonso Lanceta, Chair
Rashaad Abdur-Rahman	Melissa Allen
Karla Burton	Jeffrey Been
Jessica George	James Flowers
Ira Grupper	Rae Holmes
Aida Juric	Oneita Phillips
Andrea Koven	Hon. Joan Stringer
Miguel Lagunas	
Dr. Prafula Sheth	
Wendell Townsend	
Dr. Prafula Sheth	
Miguel Lagunas	
Wendell Townsend	

The Advocacy Board is charged with promoting understanding and respect amongst all groups within the community and meets twice per month.

The Enforcement Board is charged with the responsibility of enforcing the anti-discrimination laws and meets once a month.

LOUISVILLE METRO GOVERNMENT

HUMAN RELATIONS COMMISSION

STAFF

